

Equine Mounted Games Canada Inc.

By-law amendment to Section 8.06 (as noted below in green)

Enacted January 3, 2019 by the Board of Directors

Michelle Cruikshanks
President

Tammy Finlay
Secretary

Section 8 – Members

8:06 Member in good standing

In order for a member to remain in good standing, each individual agrees to:

- Read, understand, and abide by the EMGC by-laws, policies and rules;
- Conduct themselves in a manner expected of a good citizen and representative of the corporation at all EMGC-sanctioned events, throughout the duration of the event and while present at said location. This includes competitions, demonstrations, clinics, meetings of members, social events, and while accessing the EMGC Website, Instagram, Facebook, and any other on-line social media accounts as may be established by EMGC;
- During competition, conduct themselves in a manner that is respectful of the Chief Referee, all volunteers, fellow competitors, organizers, and guests on and off the field of play;
- During competition it is at the discretion of the Chief Referee to determine if the member is not acting in accordance with these by-laws; the Chief Referee has the right to dismiss the member from said competition;
- In the event that a member of EMGC observes behaviour not in keeping with the expectations as outlined above, that member should express their concern in detail (What happened? Who? Where? When? Outcome, if any?) to a member of the Board of Directors or the Rider Representative;
 - Any Board member so advised shall, within 24 hours, notify all remaining Directors of the Board of the concern and its related details;
 - The Board of Directors may elect to address the matter through any one or more of the following:
 - a) Acknowledge the concern;
 - b) Advise the other involved party(ies) of the concern;
 - c) Seek additional information from those involved and/or witnesses, if any;via email, letter, phone, or in-person contact.
 - As a result of the Board's initial consultation and consideration of the concern, it may be:
 - 1) Dismissed as not a matter subject to EMGC By-laws, policies, Code of Conduct or consideration by the EMGC Board of Directors

- 2) Referred to the next scheduled EMGC Meeting of the Board of Directors for further discussion and/or action
 - 3) Referred to a specially scheduled meeting of the Board of Directors to which any one or more of the involved parties may be requested to attend;
 - 4) Referred to the appropriate authorities e.g. CAS, Police, Tobacco Enforcement Officer, etc.
- Any of the above is expected to occur in a timely manner, within fourteen (14) days.
 - If 2) or 3) above are the result of the Board's initial consultation, the Board at its meeting may elect to:
 - i. Consider the matter closed;
 - ii. Consider the matter closed contingent on a 14 day, 30 day, 60 day, or 90 day review by the Board or designate appointed by the Board
 - iii. Facilitate conflict resolution and/or mediation between/amongst the affected parties
 - iv. Impose sanctions on one, both, or all involved parties; sanctions may include but are not limited to:
 - ❖ Elimination from the applicable race, heat, session, competition
 - ❖ Retroactive removal of points from the applicable race, heat, session, competition
 - ❖ Requiring the involved party(ies) to withdraw comments or statements from EMGC social media
 - ❖ Suspension from upcoming EMGC or IMGA event(s) or activity(ies)
 - ❖ Removal from EMGC International Team/Pair/Individual team, practice(s) and/or competition
 - ❖ Suspension or revocation of EMGC membership for current season subject to review prior to reinstatement
 - Any of the above are to be noted in the Minutes of the meeting of the Board of Directors;
 - Confidentiality is to be maintained to the extent possible, notwithstanding the necessity of referral of the concern to appropriate authorities external to EMGC.

It is the sincere hope and desire of the EMGC Board of Directors that all members, Board members and supporters, Officials, Referees, and organizers abide by the EMGC and IMGA By-laws, Policies, and Rules. Further, it is the expectation of the Board that they do so at home and abroad, in competition and at Mounted Games activities, sanctioned or otherwise, both in and outside of the Games Arena.

